

**WATERSHED CONSULTING**  
**Category 1 Rate Scales**

**5.1 PERSONNEL AND EQUIPMENT HOURLY RATES**

STAFF ROLE	RATE (\$/HOUR)
Watershed Consulting, LLC	
Contract Manager	\$80
Contract Liaison	\$50
Clerical	\$46
Technical Editor	\$50
Natural Resources Technician	\$45
Restoration/Revegetation Laborer	\$40
Restoration Scientist 1	\$65
Restoration Scientist 2	\$75
Sr. Restoration/Reclamation Ecologist	\$90
Range Ecologist	\$80
Vegetation Specialist	\$55
Botanist	\$70
Wetlands Specialist 1	\$55
Wetlands Specialist 2	\$70
Fisheries and Aquatics Scientist 1	\$65
Fisheries and Aquatics Scientist 2	\$80
Terrestrial Ecologist	\$90
Hydrology and Water Quality Specialist 1	\$65
Hydrology and Water Quality Specialist 2	\$80
Soils specialist	\$65
Sr. Soils Scientist	\$90
Forester 1	\$50
Forester 2	\$70
Wildlife Biologist 1	\$65
Wildlife Biologist 2	\$90
Land Use Specialist	\$75
Air Quality Specialist	\$75
GIS Technician	\$50
Sr. GIS Specialist	\$65
Project Manager	\$65-\$80
Sr. Project Manager/Principal	\$90
EQUIPMENT/MATERIALS	
Flow Meter: Marsh- McBirney	\$75/day
Flow Meter: Swoffer or Price	\$25/day
Water quality multi probe meters (YSI/Hydrolab)	\$50/day
Total Station	\$100/day
Trimble GPS	\$65/day
Printing and Deliverable Production	at cost

TRAVEL	
Mileage	State rate
Meals	State rate
Lodging	at cost
Other	at cost
Great West Engineering	
Clerical Support	\$50
Project Assistant	\$57
Project/Marketing Coordinator	\$67
Project Administrator	\$93
Engineering Intern	\$73
Construction Inspector	\$93
CADD Operator/Designer	\$88
Senior CADD Operator/Designer	\$90
Survey Party Chief	\$85
Engineer 1	\$85
Engineer 2/Field Inspector	\$90
Engineer 3	\$95
Land Surveyor	\$92
Senior Technician/Planner	\$95
Senior Hydrogeologist	\$104
Senior Designer	\$105
Project Manager 1	\$104
Project Manager 2	\$112-123
Project Manager 3	\$133
Project Manager 4	\$138
Senior Project Manager	\$154
Principal/Project Manager	\$169
Reimbursable Expenses include but are not limited to:	
Auto Mileage	\$0.65/mile
Outside Consultants	1.10x cost
Shipping & Delivery	1.10x cost
Fees & Permits	1.10x cost
Supplies	1.10x cost
Travel and Per Diem	1.10x cost
Anchor QEA	
Principal CM <sup>1</sup> /Engineer/LA <sup>2</sup> /Planner/Scientist	\$215
Senior Managing Analyst/CM/Engineer/LA/Planner/Scientist	\$195
Managing Analyst/CM/Engineer/LA/Planner/Scientist	\$175
Senior Analyst/CM/Engineer/LA/Planner/Scientist	\$155
Staff 3 Analyst/CM/Engineer/LA/Planner/Scientist	\$140
Staff 2 Analyst/CM/Engineer/LA/Planner/Scientist	\$125
Staff 1 Analyst/CM/Engineer/LA/Planner/Scientist	\$105

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<sup>1</sup> CM = Construction Manager

<sup>2</sup> LA = Landscape Architect

Technician	\$89
Senior CAD <sup>3</sup> Designer	\$112
CAD Designer	\$95
Technical Editor	\$95
Project Coordinator	\$89
<b>Special Hourly Rates</b>	
National expert consultant	\$350
All work by a testifying expert	1.5 times regular rate
<b>Expenses</b>	
Computer Modeling (per hour)	\$10
Graphic plots	\$3-6/sf
Mileage (per mile)	Federal Rate
<b>Fee on Labor and Expense Charges</b>	
Subcontracts/subconsultants	10%
Travel and other direct costs	10%
Field equipment & supplies	10%

These costs are valid from July 1, 2012 through June 30, 2013.

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<sup>3</sup> CAD = Computer Aided Design

**WATERSHED CONSULTING**  
**Category 2 Rate Scales**

**5.1 PERSONNEL AND EQUIPMENT HOURLY RATES**

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
<b>Watershed Consulting, LLC</b>	
Contract Manager	\$80
Contract Liaison	\$50
Clerical	\$46
Technical Editor	\$50
Natural Resources Technician	\$45
Restoration/Revegetation Laborer	\$40
Restoration Scientist 1	\$65
Restoration Scientist 2	\$75
Sr. Restoration/Reclamation Ecologist	\$90
Range Ecologist	\$80
Vegetation Specialist	\$55
Botanist	\$70
Wetlands Specialist 1	\$55
Wetlands Specialist 2	\$70
Fisheries and Aquatics Scientist 1	\$65
Fisheries and Aquatics Scientist 2	\$80
Terrestrial Ecologist	\$90
Hydrology and Water Quality Specialist 1	\$65
Hydrology and Water Quality Specialist 2	\$80
Soils specialist	\$65
Sr. Soils Scientist	\$90
Forester 1	\$50
Forester 2	\$70
Wildlife Biologist 1	\$65
Wildlife Biologist 2	\$90
Land Use Specialist	\$75
Air Quality Specialist	\$75
GIS Technician	\$50
Sr. GIS Specialist	\$65
Project Manager	\$65-\$80
Sr. Project Manager/Principal	\$90
<b>EQUIPMENT/MATERIALS</b>	
Flow Meter: Marsh- McBirney	\$75/day
Flow Meter: Swoffer or Price	\$25/day
Water quality multi probe meters (YSI/Hydrolab)	\$50/day
Total Station	\$100/day
Trimble GPS	\$65/day
Printing and Deliverable Production	at cost

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
<b>TRAVEL</b>	
Mileage	State rate
Meals	State rate
Lodging	at cost
Other	at cost
<b>Great West Engineering</b>	
Clerical Support	\$50
Project Assistant	\$57
Project/Marketing Coordinator	\$67
Project Administrator	\$93
Engineering Intern	\$73
Construction Inspector	\$93
CADD Operator/Designer	\$88
Senior CADD Operator/Designer	\$90
Survey Party Chief	\$85
Engineer 1	\$85
Engineer 2/Field Inspector	\$90
Engineer 3	\$95
Land Surveyor	\$92
Senior Technician/Planner	\$95
Senior Hydrogeologist	\$104
Senior Designer	\$105
Project Manager 1	\$104
Project Manager 2	\$112-123
Project Manager 3	\$133
Project Manager 4	\$138
Senior Project Manager	\$154
Principal/Project Manager	\$169
<b>Reimbursable Expenses</b> include but are not limited to:	
Auto Mileage	\$0.65/mile
Outside Consultants	1.10x cost
Shipping & Delivery	1.10x cost
Fees & Permits	1.10x cost
Supplies	1.10x cost
Travel and Per Diem	1.10x cost
<b>Anchor QEA</b>	
Principal CM <sup>4</sup> /Engineer/LA <sup>5</sup> /Planner/Scientist	\$215
Senior Managing Analyst/CM/Engineer/LA/Planner/Scientist	\$195
Managing Analyst/CM/Engineer/LA/Planner/Scientist	\$175
Senior Analyst/CM/Engineer/LA/Planner/Scientist	\$155

<sup>4</sup> CM = Construction Manager

<sup>5</sup> LA = Landscape Architect

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
Staff 3 Analyst/CM/Engineer/LA/Planner/Scientist	\$140
Staff 2 Analyst/CM/Engineer/LA/Planner/Scientist	\$125
Staff 1 Analyst/CM/Engineer/LA/Planner/Scientist	\$105
Technician	\$89
Senior CAD <sup>6</sup> Designer	\$112
CAD Designer	\$95
Technical Editor	\$95
Project Coordinator	\$89
<b>Special Hourly Rates</b>	
National expert consultant	\$350
All work by a testifying expert	1.5 times regular rate
<b>Expenses</b>	
Computer Modeling (per hour)	\$10
Graphic plots	\$3-6/sf
Mileage (per mile)	Federal Rate
<b>Fee on Labor and Expense Charges</b>	
Subcontracts/subconsultants	10%
Travel and other direct costs	10%
Field equipment & supplies	10%

These costs are valid from July 1, 2012 through June 30, 2013.

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<sup>6</sup> CAD = Computer Aided Design

**WATERSHED CONSULTING**  
**Category 4 Rate Scales**

**5.1 PERSONNEL AND EQUIPMENT HOURLY RATES**

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
<b>Watershed Consulting, LLC</b>	
Contract Manager	\$80
Contract Liaison	\$50
Clerical	\$46
Technical Editor	\$50
Natural Resources Technician	\$45
Restoration/Revegetation Laborer	\$40
Restoration Scientist 1	\$65
Restoration Scientist 2	\$75
Sr. Restoration/Reclamation Ecologist	\$90
Range Ecologist	\$80
Vegetation Specialist	\$55
Botanist	\$70
Wetlands Specialist 1	\$55
Wetlands Specialist 2	\$70
Fisheries and Aquatics Scientist 1	\$65
Fisheries and Aquatics Scientist 2	\$80
Terrestrial Ecologist	\$90
Hydrology and Water Quality Specialist 1	\$65
Hydrology and Water Quality Specialist 2	\$80
Soils specialist	\$65
Sr. Soils Scientist	\$90
Forester 1	\$50
Forester 2	\$70
Wildlife Biologist 1	\$65
Wildlife Biologist 2	\$90
Land Use Specialist	\$75
Air Quality Specialist	\$75
GIS Technician	\$50
Sr. GIS Specialist	\$65
Project Manager	\$65-\$80
Sr. Project Manager/Principal	\$90
<b>EQUIPMENT/MATERIALS</b>	
Flow Meter: Marsh- McBirney	\$75/day
Flow Meter: Swoffer or Price	\$25/day
Water quality multi probe meters (YSI/Hydrolab)	\$50/day
Total Station	\$100/day
Trimble GPS	\$65/day
Printing and Deliverable Production	at cost

STAFF ROLE	RATE (\$/HOUR)
<b>TRAVEL</b>	
Mileage	State rate
Meals	State rate
Lodging	at cost
Other	at cost
<b>Great West Engineering</b>	
Clerical Support	\$50
Project Assistant	\$57
Project/Marketing Coordinator	\$67
Project Administrator	\$93
Engineering Intern	\$73
Construction Inspector	\$93
CADD Operator/Designer	\$88
Senior CADD Operator/Designer	\$90
Survey Party Chief	\$85
Engineer 1	\$85
Engineer 2/Field Inspector	\$90
Engineer 3	\$95
Land Surveyor	\$92
Senior Technician/Planner	\$95
Senior Hydrogeologist	\$104
Senior Designer	\$105
Project Manager 1	\$104
Project Manager 2	\$112-123
Project Manager 3	\$133
Project Manager 4	\$138
Senior Project Manager	\$154
Principal/Project Manager	\$169
<b>Reimbursable Expenses</b> include but are not limited to:	
Auto Mileage	\$0.65/mile
Outside Consultants	1.10x cost
Shipping & Delivery	1.10x cost
Fees & Permits	1.10x cost
Supplies	1.10x cost
Travel and Per Diem	1.10x cost
<b>Anchor QEA</b>	
Principal CM <sup>7</sup> /Engineer/LA <sup>8</sup> /Planner/Scientist	\$215
Senior Managing Analyst/CM/Engineer/LA/Planner/Scientist	\$195
Managing Analyst/CM/Engineer/LA/Planner/Scientist	\$175

<sup>7</sup> CM = Construction Manager

<sup>8</sup> LA = Landscape Architect



<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
Senior Analyst/CM/Engineer/LA/Planner/Scientist	\$155
Staff 3 Analyst/CM/Engineer/LA/Planner/Scientist	\$140
Staff 2 Analyst/CM/Engineer/LA/Planner/Scientist	\$125
Staff 1 Analyst/CM/Engineer/LA/Planner/Scientist	\$105
Technician	\$89
Senior CAD <sup>9</sup> Designer	\$112
CAD Designer	\$95
Technical Editor	\$95
Project Coordinator	\$89
<b>Special Hourly Rates</b>	
National expert consultant	\$350
All work by a testifying expert	1.5 times regular rate
<b>Expenses</b>	
Computer Modeling (per hour)	\$10
Graphic plots	\$3-6/sf
Mileage (per mile)	Federal Rate
<b>Fee on Labor and Expense Charges</b>	
Subcontracts/subconsultants	10%
Travel and other direct costs	10%
Field equipment & supplies	10%

These costs are valid from July 1, 2012 through June 30, 2013.

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<sup>9</sup> CAD = Computer Aided Design

**WATERSHED CONSULTING**  
**Category 7 Rate Scales**

**5.1 PERSONNEL AND EQUIPMENT HOURLY RATES**

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
<b>Watershed Consulting, LLC</b>	
Contract Manager	\$80
Contract Liaison	\$50
Clerical	\$46
Technical Editor	\$50
Natural Resources Technician	\$45
Restoration/Revegetation Laborer	\$40
Restoration Scientist 1	\$65
Restoration Scientist 2	\$75
Sr. Restoration/Reclamation Ecologist	\$90
Range Ecologist	\$80
Vegetation Specialist	\$55
Botanist	\$70
Wetlands Specialist 1	\$55
Wetlands Specialist 2	\$70
Fisheries and Aquatics Scientist 1	\$65
Fisheries and Aquatics Scientist 2	\$80
Terrestrial Ecologist	\$90
Hydrology and Water Quality Specialist 1	\$65
Hydrology and Water Quality Specialist 2	\$80
Soils specialist	\$65
Sr. Soils Scientist	\$90
Forester 1	\$50
Forester 2	\$70
Wildlife Biologist 1	\$65
Wildlife Biologist 2	\$90
Land Use Specialist	\$75
Air Quality Specialist	\$75
GIS Technician	\$50
Sr. GIS Specialist	\$65
Project Manager	\$65-\$80
Sr. Project Manager/Principal	\$90
<b>EQUIPMENT/MATERIALS</b>	
Flow Meter: Marsh- McBirney	\$75/day
Flow Meter: Swoffer or Price	\$25/day
Water quality multi probe meters (YSI/Hydrolab)	\$50/day
Total Station	\$100/day
Trimble GPS	\$65/day
Printing and Deliverable Production	at cost

STAFF ROLE	RATE (\$/HOUR)
<b>TRAVEL</b>	
Mileage	State rate
Meals	State rate
Lodging	at cost
Other	at cost
<b>Great West Engineering</b>	
Clerical Support	\$50
Project Assistant	\$57
Project/Marketing Coordinator	\$67
Project Administrator	\$93
Engineering Intern	\$73
Construction Inspector	\$93
CADD Operator/Designer	\$88
Senior CADD Operator/Designer	\$90
Survey Party Chief	\$85
Engineer 1	\$85
Engineer 2/Field Inspector	\$90
Engineer 3	\$95
Land Surveyor	\$92
Senior Technician/Planner	\$95
Senior Hydrogeologist	\$104
Senior Designer	\$105
Project Manager 1	\$104
Project Manager 2	\$112-123
Project Manager 3	\$133
Project Manager 4	\$138
Senior Project Manager	\$154
Principal/Project Manager	\$169
<b>Reimbursable Expenses</b> include but are not limited to:	
Auto Mileage	\$0.65/mile
Outside Consultants	1.10x cost
Shipping & Delivery	1.10x cost
Fees & Permits	1.10x cost
Supplies	1.10x cost
Travel and Per Diem	1.10x cost
<b>Anchor QEA</b>	
Principal CM <sup>10</sup> /Engineer/LA <sup>11</sup> /Planner/Scientist	\$215
Senior Managing Analyst/CM/Engineer/LA/Planner/Scientist	\$195
Managing Analyst/CM/Engineer/LA/Planner/Scientist	\$175
Senior Analyst/CM/Engineer/LA/Planner/Scientist	\$155

<sup>10</sup> CM = Construction Manager

<sup>11</sup> LA = Landscape Architect

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
Staff 3 Analyst/CM/Engineer/LA/Planner/Scientist	\$140
Staff 2 Analyst/CM/Engineer/LA/Planner/Scientist	\$125
Staff 1 Analyst/CM/Engineer/LA/Planner/Scientist	\$105
Technician	\$89
Senior CAD <sup>12</sup> Designer	\$112
CAD Designer	\$95
Technical Editor	\$95
Project Coordinator	\$89
<b>Special Hourly Rates</b>	
National expert consultant	\$350
All work by a testifying expert	1.5 times regular rate
<b>Expenses</b>	
Computer Modeling (per hour)	\$10
Graphic plots	\$3-6/sf
Mileage (per mile)	Federal Rate
<b>Fee on Labor and Expense Charges</b>	
Subcontracts/subconsultants	10%
Travel and other direct costs	10%
Field equipment & supplies	10%

These costs are valid from July 1, 2012 through June 30, 2013.

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<sup>12</sup> CAD = Computer Aided Design

**WATERSHED CONSULTING**  
**Category 9 Rate Scales**

**5.1 PERSONNEL AND EQUIPMENT HOURLY RATES**

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
<b>Watershed Consulting, LLC</b>	
Contract Manager	\$80
Contract Liaison	\$50
Clerical	\$46
Technical Editor	\$50
Natural Resources Technician	\$45
Restoration/Revegetation Laborer	\$40
Restoration Scientist 1	\$65
Restoration Scientist 2	\$75
Sr. Restoration/Reclamation Ecologist	\$90
Range Ecologist	\$80
Vegetation Specialist	\$55
Botanist	\$70
Wetlands Specialist 1	\$55
Wetlands Specialist 2	\$70
Fisheries and Aquatics Scientist 1	\$65
Fisheries and Aquatics Scientist 2	\$80
Terrestrial Ecologist	\$90
Hydrology and Water Quality Specialist 1	\$65
Hydrology and Water Quality Specialist 2	\$80
Soils specialist	\$65
Sr. Soils Scientist	\$90
Forester 1	\$50
Forester 2	\$70
Wildlife Biologist 1	\$65
Wildlife Biologist 2	\$90
Land Use Specialist	\$75
Air Quality Specialist	\$75
GIS Technician	\$50
Sr. GIS Specialist	\$65
Project Manager	\$65-\$80
Sr. Project Manager/Principal	\$90
<b>EQUIPMENT/MATERIALS</b>	
Flow Meter: Marsh- McBirney	\$75/day
Flow Meter: Swoffer or Price	\$25/day
Water quality multi probe meters (YSI/Hydrolab)	\$50/day
Total Station	\$100/day
Trimble GPS	\$65/day
Printing and Deliverable Production	at cost

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
<b>TRAVEL</b>	
Mileage	State rate
Meals	State rate
Lodging	at cost
Other	at cost
<b>Great West Engineering</b>	
Clerical Support	\$50
Project Assistant	\$57
Project/Marketing Coordinator	\$67
Project Administrator	\$93
Engineering Intern	\$73
Construction Inspector	\$93
CADD Operator/Designer	\$88
Senior CADD Operator/Designer	\$90
Survey Party Chief	\$85
Engineer 1	\$85
Engineer 2/Field Inspector	\$90
Engineer 3	\$95
Land Surveyor	\$92
Senior Technician/Planner	\$95
Senior Hydrogeologist	\$104
Senior Designer	\$105
Project Manager 1	\$104
Project Manager 2	\$112-123
Project Manager 3	\$133
Project Manager 4	\$138
Senior Project Manager	\$154
Principal/Project Manager	\$169
<b>Reimbursable Expenses</b> include but are not limited to:	
Auto Mileage	\$0.65/mile
Outside Consultants	1.10x cost
Shipping & Delivery	1.10x cost
Fees & Permits	1.10x cost
Supplies	1.10x cost
Travel and Per Diem	1.10x cost
<b>Anchor QEA</b>	
Principal CM <sup>13</sup> /Engineer/LA <sup>14</sup> /Planner/Scientist	\$215
Senior Managing Analyst/CM/Engineer/LA/Planner/Scientist	\$195
Managing Analyst/CM/Engineer/LA/Planner/Scientist	\$175
Senior Analyst/CM/Engineer/LA/Planner/Scientist	\$155

<sup>13</sup> CM = Construction Manager

<sup>14</sup> LA = Landscape Architect

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
Staff 3 Analyst/CM/Engineer/LA/Planner/Scientist	\$140
Staff 2 Analyst/CM/Engineer/LA/Planner/Scientist	\$125
Staff 1 Analyst/CM/Engineer/LA/Planner/Scientist	\$105
Technician	\$89
Senior CAD <sup>15</sup> Designer	\$112
CAD Designer	\$95
Technical Editor	\$95
Project Coordinator	\$89
<b>Special Hourly Rates</b>	
National expert consultant	\$350
All work by a testifying expert	1.5 times regular rate
<b>Expenses</b>	
Computer Modeling (per hour)	\$10
Graphic plots	\$3-6/sf
Mileage (per mile)	Federal Rate
<b>Fee on Labor and Expense Charges</b>	
Subcontracts/subconsultants	10%
Travel and other direct costs	10%
Field equipment & supplies	10%

These costs are valid from July 1, 2012 through June 30, 2013.

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<sup>15</sup> CAD = Computer Aided Design

**WATERSHED CONSULTING**  
**Category 13 Rate Scales**

**5.1 PERSONNEL AND EQUIPMENT HOURLY RATES**

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
<b>Watershed Consulting, LLC</b>	
Contract Manager	\$80
Contract Liaison	\$50
Clerical	\$46
Technical Editor	\$50
Natural Resources Technician	\$45
Restoration/Revegetation Laborer	\$40
Restoration Scientist 1	\$65
Restoration Scientist 2	\$75
Sr. Restoration/Reclamation Ecologist	\$90
Range Ecologist	\$80
Vegetation Specialist	\$55
Botanist	\$70
Wetlands Specialist 1	\$55
Wetlands Specialist 2	\$70
Fisheries and Aquatics Scientist 1	\$65
Fisheries and Aquatics Scientist 2	\$80
Terrestrial Ecologist	\$90
Hydrology and Water Quality Specialist 1	\$65
Hydrology and Water Quality Specialist 2	\$80
Soils specialist	\$65
Sr. Soils Scientist	\$90
Forester 1	\$50
Forester 2	\$70
Wildlife Biologist 1	\$65
Wildlife Biologist 2	\$90
Land Use Specialist	\$75
Air Quality Specialist	\$75
GIS Technician	\$50
Sr. GIS Specialist	\$65
Project Manager	\$65-\$80
Sr. Project Manager/Principal	\$90
<b>EQUIPMENT/MATERIALS</b>	
Flow Meter: Marsh- McBirney	\$75/day
Flow Meter: Swoffer or Price	\$25/day
Water quality multi probe meters (YSI/Hydrolab)	\$50/day
Total Station	\$100/day
Trimble GPS	\$65/day
Printing and Deliverable Production	at cost



<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
<b>TRAVEL</b>	
Mileage	State rate
Meals	State rate
Lodging	at cost
Other	at cost
<b>Great West Engineering</b>	
Clerical Support	\$50
Project Assistant	\$57
Project/Marketing Coordinator	\$67
Project Administrator	\$93
Engineering Intern	\$73
Construction Inspector	\$93
CADD Operator/Designer	\$88
Senior CADD Operator/Designer	\$90
Survey Party Chief	\$85
Engineer 1	\$85
Engineer 2/Field Inspector	\$90
Engineer 3	\$95
Land Surveyor	\$92
Senior Technician/Planner	\$95
Senior Hydrogeologist	\$104
Senior Designer	\$105
Project Manager 1	\$104
Project Manager 2	\$112-123
Project Manager 3	\$133
Project Manager 4	\$138
Senior Project Manager	\$154
Principal/Project Manager	\$169
<b>Reimbursable Expenses</b> include but are not limited to:	
Auto Mileage	\$0.65/mile
Outside Consultants	1.10x cost
Shipping & Delivery	1.10x cost
Fees & Permits	1.10x cost
Supplies	1.10x cost
Travel and Per Diem	1.10x cost
<b>Anchor QEA</b>	
Principal CM <sup>16</sup> /Engineer/LA <sup>17</sup> /Planner/Scientist	\$215
Senior Managing Analyst/CM/Engineer/LA/Planner/Scientist	\$195
Managing Analyst/CM/Engineer/LA/Planner/Scientist	\$175
Senior Analyst/CM/Engineer/LA/Planner/Scientist	\$155

<sup>16</sup> CM = Construction Manager

<sup>17</sup> LA = Landscape Architect

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
Staff 3 Analyst/CM/Engineer/LA/Planner/Scientist	\$140
Staff 2 Analyst/CM/Engineer/LA/Planner/Scientist	\$125
Staff 1 Analyst/CM/Engineer/LA/Planner/Scientist	\$105
Technician	\$89
Senior CAD <sup>18</sup> Designer	\$112
CAD Designer	\$95
Technical Editor	\$95
Project Coordinator	\$89
<b>Special Hourly Rates</b>	
National expert consultant	\$350
All work by a testifying expert	1.5 times regular rate
<b>Expenses</b>	
Computer Modeling (per hour)	\$10
Graphic plots	\$3-6/sf
Mileage (per mile)	Federal Rate
<b>Fee on Labor and Expense Charges</b>	
Subcontracts/subconsultants	10%
Travel and other direct costs	10%
Field equipment & supplies	10%

These costs are valid from July 1, 2012 through June 30, 2013.

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<sup>18</sup> CAD = Computer Aided Design

**WATERSHED CONSULTING**  
**Category 16 Rate Scales**

**5.1 PERSONNEL AND EQUIPMENT HOURLY RATES**

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
<b>Watershed Consulting, LLC</b>	
Contract Manager	\$80
Contract Liaison	\$50
Clerical	\$46
Technical Editor	\$50
Natural Resources Technician	\$45
Restoration/Revegetation Laborer	\$40
Restoration Scientist 1	\$65
Restoration Scientist 2	\$75
Sr. Restoration/Reclamation Ecologist	\$90
Range Ecologist	\$80
Vegetation Specialist	\$55
Botanist	\$70
Wetlands Specialist 1	\$55
Wetlands Specialist 2	\$70
Fisheries and Aquatics Scientist 1	\$65
Fisheries and Aquatics Scientist 2	\$80
Terrestrial Ecologist	\$90
Hydrology and Water Quality Specialist 1	\$65
Hydrology and Water Quality Specialist 2	\$80
Soils specialist	\$65
Sr. Soils Scientist	\$90
Forester 1	\$50
Forester 2	\$70
Wildlife Biologist 1	\$65
Wildlife Biologist 2	\$90
Land Use Specialist	\$75
Air Quality Specialist	\$75
GIS Technician	\$50
Sr. GIS Specialist	\$65
Project Manager	\$65-\$80
Sr. Project Manager/Principal	\$90
<b>EQUIPMENT/MATERIALS</b>	
Flow Meter: Marsh- McBirney	\$75/day
Flow Meter: Swoffer or Price	\$25/day
Water quality multi probe meters (YSI/Hydrolab)	\$50/day
Total Station	\$100/day
Trimble GPS	\$65/day
Printing and Deliverable Production	at cost

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
<b>TRAVEL</b>	
Mileage	State rate
Meals	State rate
Lodging	at cost
Other	at cost
<b>Great West Engineering</b>	
Clerical Support	\$50
Project Assistant	\$57
Project/Marketing Coordinator	\$67
Project Administrator	\$93
Engineering Intern	\$73
Construction Inspector	\$93
CADD Operator/Designer	\$88
Senior CADD Operator/Designer	\$90
Survey Party Chief	\$85
Engineer 1	\$85
Engineer 2/Field Inspector	\$90
Engineer 3	\$95
Land Surveyor	\$92
Senior Technician/Planner	\$95
Senior Hydrogeologist	\$104
Senior Designer	\$105
Project Manager 1	\$104
Project Manager 2	\$112-123
Project Manager 3	\$133
Project Manager 4	\$138
Senior Project Manager	\$154
Principal/Project Manager	\$169
<b>Reimbursable Expenses</b> include but are not limited to:	
Auto Mileage	\$0.65/mile
Outside Consultants	1.10x cost
Shipping & Delivery	1.10x cost
Fees & Permits	1.10x cost
Supplies	1.10x cost
Travel and Per Diem	1.10x cost
<b>Anchor QEA</b>	
Principal CM <sup>19</sup> /Engineer/LA <sup>20</sup> /Planner/Scientist	\$215
Senior Managing Analyst/CM/Engineer/LA/Planner/Scientist	\$195
Managing Analyst/CM/Engineer/LA/Planner/Scientist	\$175
Senior Analyst/CM/Engineer/LA/Planner/Scientist	\$155

<sup>19</sup> CM = Construction Manager

<sup>20</sup> LA = Landscape Architect

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
Staff 3 Analyst/CM/Engineer/LA/Planner/Scientist	\$140
Staff 2 Analyst/CM/Engineer/LA/Planner/Scientist	\$125
Staff 1 Analyst/CM/Engineer/LA/Planner/Scientist	\$105
Technician	\$89
Senior CAD <sup>21</sup> Designer	\$112
CAD Designer	\$95
Technical Editor	\$95
Project Coordinator	\$89
<b>Special Hourly Rates</b>	
National expert consultant	\$350
All work by a testifying expert	1.5 times regular rate
<b>Expenses</b>	
Computer Modeling (per hour)	\$10
Graphic plots	\$3-6/sf
Mileage (per mile)	Federal Rate
<b>Fee on Labor and Expense Charges</b>	
Subcontracts/subconsultants	10%
Travel and other direct costs	10%
Field equipment & supplies	10%

These costs are valid from July 1, 2012 through June 30, 2013.

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<sup>21</sup> CAD = Computer Aided Design

**WATERSHED CONSULTING**  
**Category 18 Rate Scales**

**5.1 PERSONNEL AND EQUIPMENT HOURLY RATES**

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
<b>Watershed Consulting, LLC</b>	
Contract Manager	\$80
Contract Liaison	\$50
Clerical	\$46
Technical Editor	\$50
Natural Resources Technician	\$45
Restoration/Revegetation Laborer	\$40
Restoration Scientist 1	\$65
Restoration Scientist 2	\$75
Sr. Restoration/Reclamation Ecologist	\$90
Range Ecologist	\$80
Vegetation Specialist	\$55
Botanist	\$70
Wetlands Specialist 1	\$55
Wetlands Specialist 2	\$70
Fisheries and Aquatics Scientist 1	\$65
Fisheries and Aquatics Scientist 2	\$80
Terrestrial Ecologist	\$90
Hydrology and Water Quality Specialist 1	\$65
Hydrology and Water Quality Specialist 2	\$80
Soils specialist	\$65
Sr. Soils Scientist	\$90
Forester 1	\$50
Forester 2	\$70
Wildlife Biologist 1	\$65
Wildlife Biologist 2	\$90
Land Use Specialist	\$75
Air Quality Specialist	\$75
GIS Technician	\$50
Sr. GIS Specialist	\$65
Project Manager	\$65-\$80
Sr. Project Manager/Principal	\$90
<b>EQUIPMENT/MATERIALS</b>	
Flow Meter: Marsh- McBirney	\$75/day
Flow Meter: Swoffer or Price	\$25/day
Water quality multi probe meters (YSI/Hydrolab)	\$50/day
Total Station	\$100/day
Trimble GPS	\$65/day
Printing and Deliverable Production	at cost

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
<b>TRAVEL</b>	
Mileage	State rate
Meals	State rate
Lodging	at cost
Other	at cost
<b>Great West Engineering</b>	
Clerical Support	\$50
Project Assistant	\$57
Project/Marketing Coordinator	\$67
Project Administrator	\$93
Engineering Intern	\$73
Construction Inspector	\$93
CADD Operator/Designer	\$88
Senior CADD Operator/Designer	\$90
Survey Party Chief	\$85
Engineer 1	\$85
Engineer 2/Field Inspector	\$90
Engineer 3	\$95
Land Surveyor	\$92
Senior Technician/Planner	\$95
Senior Hydrogeologist	\$104
Senior Designer	\$105
Project Manager 1	\$104
Project Manager 2	\$112-123
Project Manager 3	\$133
Project Manager 4	\$138
Senior Project Manager	\$154
Principal/Project Manager	\$169
<b>Reimbursable Expenses</b> include but are not limited to:	
Auto Mileage	\$0.65/mile
Outside Consultants	1.10x cost
Shipping & Delivery	1.10x cost
Fees & Permits	1.10x cost
Supplies	1.10x cost
Travel and Per Diem	1.10x cost
<b>Anchor QEA</b>	
Principal CM <sup>22</sup> /Engineer/LA <sup>23</sup> /Planner/Scientist	\$215
Senior Managing Analyst/CM/Engineer/LA/Planner/Scientist	\$195
Managing Analyst/CM/Engineer/LA/Planner/Scientist	\$175
Senior Analyst/CM/Engineer/LA/Planner/Scientist	\$155

<sup>22</sup> CM = Construction Manager

<sup>23</sup> LA = Landscape Architect

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
Staff 3 Analyst/CM/Engineer/LA/Planner/Scientist	\$140
Staff 2 Analyst/CM/Engineer/LA/Planner/Scientist	\$125
Staff 1 Analyst/CM/Engineer/LA/Planner/Scientist	\$105
Technician	\$89
Senior CAD <sup>24</sup> Designer	\$112
CAD Designer	\$95
Technical Editor	\$95
Project Coordinator	\$89
<b>Special Hourly Rates</b>	
National expert consultant	\$350
All work by a testifying expert	1.5 times regular rate
<b>Expenses</b>	
Computer Modeling (per hour)	\$10
Graphic plots	\$3-6/sf
Mileage (per mile)	Federal Rate
<b>Fee on Labor and Expense Charges</b>	
Subcontracts/subconsultants	10%
Travel and other direct costs	10%
Field equipment & supplies	10%

These costs are valid from July 1, 2012 through June 30, 2013.

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<sup>24</sup> CAD = Computer Aided Design



**WATERSHED CONSULTING**  
**Category 23 Rate Scales**

**5.1 PERSONNEL AND EQUIPMENT HOURLY RATES**

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
<b>Watershed Consulting, LLC</b>	
Contract Manager	\$80
Contract Liaison	\$50
Clerical	\$46
Technical Editor	\$50
Natural Resources Technician	\$45
Restoration/Revegetation Laborer	\$40
Restoration Scientist 1	\$65
Restoration Scientist 2	\$75
Sr. Restoration/Reclamation Ecologist	\$90
Range Ecologist	\$80
Vegetation Specialist	\$55
Botanist	\$70
Wetlands Specialist 1	\$55
Wetlands Specialist 2	\$70
Fisheries and Aquatics Scientist 1	\$65
Fisheries and Aquatics Scientist 2	\$80
Terrestrial Ecologist	\$90
Hydrology and Water Quality Specialist 1	\$65
Hydrology and Water Quality Specialist 2	\$80
Soils specialist	\$65
Sr. Soils Scientist	\$90
Forester 1	\$50
Forester 2	\$70
Wildlife Biologist 1	\$65
Wildlife Biologist 2	\$90
Land Use Specialist	\$75
Air Quality Specialist	\$75
GIS Technician	\$50
Sr. GIS Specialist	\$65
Project Manager	\$65-\$80
Sr. Project Manager/Principal	\$90
<b>EQUIPMENT/MATERIALS</b>	
Flow Meter: Marsh- McBirney	\$75/day
Flow Meter: Swoffer or Price	\$25/day
Water quality multi probe meters (YSI/Hydrolab)	\$50/day
Total Station	\$100/day
Trimble GPS	\$65/day
Printing and Deliverable Production	at cost

STAFF ROLE	RATE (\$/HOUR)
<b>TRAVEL</b>	
Mileage	State rate
Meals	State rate
Lodging	at cost
Other	at cost
<b>Great West Engineering</b>	
Clerical Support	\$50
Project Assistant	\$57
Project/Marketing Coordinator	\$67
Project Administrator	\$93
Engineering Intern	\$73
Construction Inspector	\$93
CADD Operator/Designer	\$88
Senior CADD Operator/Designer	\$90
Survey Party Chief	\$85
Engineer 1	\$85
Engineer 2/Field Inspector	\$90
Engineer 3	\$95
Land Surveyor	\$92
Senior Technician/Planner	\$95
Senior Hydrogeologist	\$104
Senior Designer	\$105
Project Manager 1	\$104
Project Manager 2	\$112-123
Project Manager 3	\$133
Project Manager 4	\$138
Senior Project Manager	\$154
Principal/Project Manager	\$169
<b>Reimbursable Expenses</b> include but are not limited to:	
Auto Mileage	\$0.65/mile
Outside Consultants	1.10x cost
Shipping & Delivery	1.10x cost
Fees & Permits	1.10x cost
Supplies	1.10x cost
Travel and Per Diem	1.10x cost
<b>Anchor QEA</b>	
Principal CM <sup>25</sup> /Engineer/LA <sup>26</sup> /Planner/Scientist	\$215
Senior Managing Analyst/CM/Engineer/LA/Planner/Scientist	\$195
Managing Analyst/CM/Engineer/LA/Planner/Scientist	\$175

<sup>25</sup> CM = Construction Manager

<sup>26</sup> LA = Landscape Architect

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
Senior Analyst/CM/Engineer/LA/Planner/Scientist	\$155
Staff 3 Analyst/CM/Engineer/LA/Planner/Scientist	\$140
Staff 2 Analyst/CM/Engineer/LA/Planner/Scientist	\$125
Staff 1 Analyst/CM/Engineer/LA/Planner/Scientist	\$105
Technician	\$89
Senior CAD <sup>27</sup> Designer	\$112
CAD Designer	\$95
Technical Editor	\$95
Project Coordinator	\$89
<b>Special Hourly Rates</b>	
National expert consultant	\$350
All work by a testifying expert	1.5 times regular rate
<b>Expenses</b>	
Computer Modeling (per hour)	\$10
Graphic plots	\$3-6/sf
Mileage (per mile)	Federal Rate
<b>Fee on Labor and Expense Charges</b>	
Subcontracts/subconsultants	10%
Travel and other direct costs	10%
Field equipment & supplies	10%

These costs are valid from July 1, 2012 through June 30, 2013.

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<sup>27</sup> CAD = Computer Aided Design

**WATERSHED CONSULTING**  
**Category 24 Rate Scales**

**5.1 PERSONNEL AND EQUIPMENT HOURLY RATES**

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
<b>Watershed Consulting, LLC</b>	
Contract Manager	\$80
Contract Liaison	\$50
Clerical	\$46
Technical Editor	\$50
Natural Resources Technician	\$45
Restoration/Revegetation Laborer	\$40
Restoration Scientist 1	\$65
Restoration Scientist 2	\$75
Sr. Restoration/Reclamation Ecologist	\$90
Range Ecologist	\$80
Vegetation Specialist	\$55
Botanist	\$70
Wetlands Specialist 1	\$55
Wetlands Specialist 2	\$70
Fisheries and Aquatics Scientist 1	\$65
Fisheries and Aquatics Scientist 2	\$80
Terrestrial Ecologist	\$90
Hydrology and Water Quality Specialist 1	\$65
Hydrology and Water Quality Specialist 2	\$80
Soils specialist	\$65
Sr. Soils Scientist	\$90
Forester 1	\$50
Forester 2	\$70
Wildlife Biologist 1	\$65
Wildlife Biologist 2	\$90
Land Use Specialist	\$75
Air Quality Specialist	\$75
GIS Technician	\$50
Sr. GIS Specialist	\$65
Project Manager	\$65-\$80
Sr. Project Manager/Principal	\$90
<b>EQUIPMENT/MATERIALS</b>	
Flow Meter: Marsh- McBirney	\$75/day
Flow Meter: Swoffer or Price	\$25/day
Water quality multi probe meters (YSI/Hydrolab)	\$50/day
Total Station	\$100/day
Trimble GPS	\$65/day
Printing and Deliverable Production	at cost

STAFF ROLE	RATE (\$/HOUR)
<b>TRAVEL</b>	
Mileage	State rate
Meals	State rate
Lodging	at cost
Other	at cost
<b>Great West Engineering</b>	
Clerical Support	\$50
Project Assistant	\$57
Project/Marketing Coordinator	\$67
Project Administrator	\$93
Engineering Intern	\$73
Construction Inspector	\$93
CADD Operator/Designer	\$88
Senior CADD Operator/Designer	\$90
Survey Party Chief	\$85
Engineer 1	\$85
Engineer 2/Field Inspector	\$90
Engineer 3	\$95
Land Surveyor	\$92
Senior Technician/Planner	\$95
Senior Hydrogeologist	\$104
Senior Designer	\$105
Project Manager 1	\$104
Project Manager 2	\$112-123
Project Manager 3	\$133
Project Manager 4	\$138
Senior Project Manager	\$154
Principal/Project Manager	\$169
<b>Reimbursable Expenses</b> include but are not limited to:	
Auto Mileage	\$0.65/mile
Outside Consultants	1.10x cost
Shipping & Delivery	1.10x cost
Fees & Permits	1.10x cost
Supplies	1.10x cost
Travel and Per Diem	1.10x cost
<b>Anchor QEA</b>	
Principal CM <sup>28</sup> /Engineer/LA <sup>29</sup> /Planner/Scientist	\$215
Senior Managing Analyst/CM/Engineer/LA/Planner/Scientist	\$195
Managing Analyst/CM/Engineer/LA/Planner/Scientist	\$175

<sup>28</sup> CM = Construction Manager

<sup>29</sup> LA = Landscape Architect

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
Senior Analyst/CM/Engineer/LA/Planner/Scientist	\$155
Staff 3 Analyst/CM/Engineer/LA/Planner/Scientist	\$140
Staff 2 Analyst/CM/Engineer/LA/Planner/Scientist	\$125
Staff 1 Analyst/CM/Engineer/LA/Planner/Scientist	\$105
Technician	\$89
Senior CAD <sup>30</sup> Designer	\$112
CAD Designer	\$95
Technical Editor	\$95
Project Coordinator	\$89
<b>Special Hourly Rates</b>	
National expert consultant	\$350
All work by a testifying expert	1.5 times regular rate
<b>Expenses</b>	
Computer Modeling (per hour)	\$10
Graphic plots	\$3-6/sf
Mileage (per mile)	Federal Rate
<b>Fee on Labor and Expense Charges</b>	
Subcontracts/subconsultants	10%
Travel and other direct costs	10%
Field equipment & supplies	10%

These costs are valid from July 1, 2012 through June 30, 2013.

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<sup>30</sup> CAD = Computer Aided Design

**WATERSHED CONSULTING**  
**Category 34 Rate Scales**

**5.1 PERSONNEL AND EQUIPMENT HOURLY RATES**

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
<b>Watershed Consulting, LLC</b>	
Contract Manager	\$80
Contract Liaison	\$50
Clerical	\$46
Technical Editor	\$50
Natural Resources Technician	\$45
Restoration/Revegetation Laborer	\$40
Restoration Scientist 1	\$65
Restoration Scientist 2	\$75
Sr. Restoration/Reclamation Ecologist	\$90
Range Ecologist	\$80
Vegetation Specialist	\$55
Botanist	\$70
Wetlands Specialist 1	\$55
Wetlands Specialist 2	\$70
Fisheries and Aquatics Scientist 1	\$65
Fisheries and Aquatics Scientist 2	\$80
Terrestrial Ecologist	\$90
Hydrology and Water Quality Specialist 1	\$65
Hydrology and Water Quality Specialist 2	\$80
Soils specialist	\$65
Sr. Soils Scientist	\$90
Forester 1	\$50
Forester 2	\$70
Wildlife Biologist 1	\$65
Wildlife Biologist 2	\$90
Land Use Specialist	\$75
Air Quality Specialist	\$75
GIS Technician	\$50
Sr. GIS Specialist	\$65
Project Manager	\$65-\$80
Sr. Project Manager/Principal	\$90
<b>EQUIPMENT/MATERIALS</b>	
Flow Meter: Marsh- McBirney	\$75/day
Flow Meter: Swoffer or Price	\$25/day
Water quality multi probe meters (YSI/Hydrolab)	\$50/day
Total Station	\$100/day
Trimble GPS	\$65/day
Printing and Deliverable Production	at cost

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
<b>TRAVEL</b>	
Mileage	State rate
Meals	State rate
Lodging	at cost
Other	at cost
<b>Great West Engineering</b>	
Clerical Support	\$50
Project Assistant	\$57
Project/Marketing Coordinator	\$67
Project Administrator	\$93
Engineering Intern	\$73
Construction Inspector	\$93
CADD Operator/Designer	\$88
Senior CADD Operator/Designer	\$90
Survey Party Chief	\$85
Engineer 1	\$85
Engineer 2/Field Inspector	\$90
Engineer 3	\$95
Land Surveyor	\$92
Senior Technician/Planner	\$95
Senior Hydrogeologist	\$104
Senior Designer	\$105
Project Manager 1	\$104
Project Manager 2	\$112-123
Project Manager 3	\$133
Project Manager 4	\$138
Senior Project Manager	\$154
Principal/Project Manager	\$169
<b>Reimbursable Expenses</b> include but are not limited to:	
Auto Mileage	\$0.65/mile
Outside Consultants	1.10x cost
Shipping & Delivery	1.10x cost
Fees & Permits	1.10x cost
Supplies	1.10x cost
Travel and Per Diem	1.10x cost
<b>Anchor QEA</b>	
Principal CM <sup>31</sup> /Engineer/LA <sup>32</sup> /Planner/Scientist	\$215
Senior Managing Analyst/CM/Engineer/LA/Planner/Scientist	\$195
Managing Analyst/CM/Engineer/LA/Planner/Scientist	\$175
Senior Analyst/CM/Engineer/LA/Planner/Scientist	\$155

<sup>31</sup> CM = Construction Manager

<sup>32</sup> LA = Landscape Architect



<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
Staff 3 Analyst/CM/Engineer/LA/Planner/Scientist	\$140
Staff 2 Analyst/CM/Engineer/LA/Planner/Scientist	\$125
Staff 1 Analyst/CM/Engineer/LA/Planner/Scientist	\$105
Technician	\$89
Senior CAD <sup>33</sup> Designer	\$112
CAD Designer	\$95
Technical Editor	\$95
Project Coordinator	\$89
<b>Special Hourly Rates</b>	
National expert consultant	\$350
All work by a testifying expert	1.5 times regular rate
<b>Expenses</b>	
Computer Modeling (per hour)	\$10
Graphic plots	\$3-6/sf
Mileage (per mile)	Federal Rate
<b>Fee on Labor and Expense Charges</b>	
Subcontracts/subconsultants	10%
Travel and other direct costs	10%
Field equipment & supplies	10%

These costs are valid from July 1, 2012 through June 30, 2013

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<sup>33</sup> CAD = Computer Aided Design

**WATERSHED CONSULTING**  
**Category 35 Rate Scales**

**5.1 PERSONNEL AND EQUIPMENT HOURLY RATES**

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
<b>Watershed Consulting, LLC</b>	
Contract Manager	\$80
Contract Liaison	\$50
Clerical	\$46
Technical Editor	\$50
Natural Resources Technician	\$45
Restoration/Revegetation Laborer	\$40
Restoration Scientist 1	\$65
Restoration Scientist 2	\$75
Sr. Restoration/Reclamation Ecologist	\$90
Range Ecologist	\$80
Vegetation Specialist	\$55
Botanist	\$70
Wetlands Specialist 1	\$55
Wetlands Specialist 2	\$70
Fisheries and Aquatics Scientist 1	\$65
Fisheries and Aquatics Scientist 2	\$80
Terrestrial Ecologist	\$90
Hydrology and Water Quality Specialist 1	\$65
Hydrology and Water Quality Specialist 2	\$80
Soils specialist	\$65
Sr. Soils Scientist	\$90
Forester 1	\$50
Forester 2	\$70
Wildlife Biologist 1	\$65
Wildlife Biologist 2	\$90
Land Use Specialist	\$75
Air Quality Specialist	\$75
GIS Technician	\$50
Sr. GIS Specialist	\$65
Project Manager	\$65-\$80
Sr. Project Manager/Principal	\$90
<b>EQUIPMENT/MATERIALS</b>	
Flow Meter: Marsh- McBirney	\$75/day
Flow Meter: Swoffer or Price	\$25/day
Water quality multi probe meters (YSI/Hydrolab)	\$50/day
Total Station	\$100/day
Trimble GPS	\$65/day
Printing and Deliverable Production	at cost

STAFF ROLE	RATE (\$/HOUR)
<b>TRAVEL</b>	
Mileage	State rate
Meals	State rate
Lodging	at cost
Other	at cost
<b>Great West Engineering</b>	
Clerical Support	\$50
Project Assistant	\$57
Project/Marketing Coordinator	\$67
Project Administrator	\$93
Engineering Intern	\$73
Construction Inspector	\$93
CADD Operator/Designer	\$88
Senior CADD Operator/Designer	\$90
Survey Party Chief	\$85
Engineer 1	\$85
Engineer 2/Field Inspector	\$90
Engineer 3	\$95
Land Surveyor	\$92
Senior Technician/Planner	\$95
Senior Hydrogeologist	\$104
Senior Designer	\$105
Project Manager 1	\$104
Project Manager 2	\$112-123
Project Manager 3	\$133
Project Manager 4	\$138
Senior Project Manager	\$154
Principal/Project Manager	\$169
<b>Reimbursable Expenses</b> include but are not limited to:	
Auto Mileage	\$0.65/mile
Outside Consultants	1.10x cost
Shipping & Delivery	1.10x cost
Fees & Permits	1.10x cost
Supplies	1.10x cost
Travel and Per Diem	1.10x cost
<b>Anchor QEA</b>	
Principal CM <sup>34</sup> /Engineer/LA <sup>35</sup> /Planner/Scientist	\$215
Senior Managing Analyst/CM/Engineer/LA/Planner/Scientist	\$195
Managing Analyst/CM/Engineer/LA/Planner/Scientist	\$175

<sup>34</sup> CM = Construction Manager

<sup>35</sup> LA = Landscape Architect

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
Senior Analyst/CM/Engineer/LA/Planner/Scientist	\$155
Staff 3 Analyst/CM/Engineer/LA/Planner/Scientist	\$140
Staff 2 Analyst/CM/Engineer/LA/Planner/Scientist	\$125
Staff 1 Analyst/CM/Engineer/LA/Planner/Scientist	\$105
Technician	\$89
Senior CAD <sup>36</sup> Designer	\$112
CAD Designer	\$95
Technical Editor	\$95
Project Coordinator	\$89
<b>Special Hourly Rates</b>	
National expert consultant	\$350
All work by a testifying expert	1.5 times regular rate
<b>Expenses</b>	
Computer Modeling (per hour)	\$10
Graphic plots	\$3-6/sf
Mileage (per mile)	Federal Rate
<b>Fee on Labor and Expense Charges</b>	
Subcontracts/subconsultants	10%
Travel and other direct costs	10%
Field equipment & supplies	10%

These costs are valid from July 1, 2012 through June 30, 2013.

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<sup>36</sup> CAD = Computer Aided Design

**WATERSHED CONSULTING**  
**Category 36 Rate Scales**

**5.1 PERSONNEL AND EQUIPMENT HOURLY RATES**

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
<b>Watershed Consulting, LLC</b>	
Contract Manager	\$80
Contract Liaison	\$50
Clerical	\$46
Technical Editor	\$50
Natural Resources Technician	\$45
Restoration/Revegetation Laborer	\$40
Restoration Scientist 1	\$65
Restoration Scientist 2	\$75
Sr. Restoration/Reclamation Ecologist	\$90
Range Ecologist	\$80
Vegetation Specialist	\$55
Botanist	\$70
Wetlands Specialist 1	\$55
Wetlands Specialist 2	\$70
Fisheries and Aquatics Scientist 1	\$65
Fisheries and Aquatics Scientist 2	\$80
Terrestrial Ecologist	\$90
Hydrology and Water Quality Specialist 1	\$65
Hydrology and Water Quality Specialist 2	\$80
Soils specialist	\$65
Sr. Soils Scientist	\$90
Forester 1	\$50
Forester 2	\$70
Wildlife Biologist 1	\$65
Wildlife Biologist 2	\$90
Land Use Specialist	\$75
Air Quality Specialist	\$75
GIS Technician	\$50
Sr. GIS Specialist	\$65
Project Manager	\$65-\$80
Sr. Project Manager/Principal	\$90
<b>EQUIPMENT/MATERIALS</b>	
Flow Meter: Marsh- McBirney	\$75/day
Flow Meter: Swoffer or Price	\$25/day
Water quality multi probe meters (YSI/Hydrolab)	\$50/day
Total Station	\$100/day
Trimble GPS	\$65/day
Printing and Deliverable Production	at cost

STAFF ROLE	RATE (\$/HOUR)
<b>TRAVEL</b>	
Mileage	State rate
Meals	State rate
Lodging	at cost
Other	at cost
<b>Great West Engineering</b>	
Clerical Support	\$50
Project Assistant	\$57
Project/Marketing Coordinator	\$67
Project Administrator	\$93
Engineering Intern	\$73
Construction Inspector	\$93
CADD Operator/Designer	\$88
Senior CADD Operator/Designer	\$90
Survey Party Chief	\$85
Engineer 1	\$85
Engineer 2/Field Inspector	\$90
Engineer 3	\$95
Land Surveyor	\$92
Senior Technician/Planner	\$95
Senior Hydrogeologist	\$104
Senior Designer	\$105
Project Manager 1	\$104
Project Manager 2	\$112-123
Project Manager 3	\$133
Project Manager 4	\$138
Senior Project Manager	\$154
Principal/Project Manager	\$169
<b>Reimbursable Expenses</b> include but are not limited to:	
Auto Mileage	\$0.65/mile
Outside Consultants	1.10x cost
Shipping & Delivery	1.10x cost
Fees & Permits	1.10x cost
Supplies	1.10x cost
Travel and Per Diem	1.10x cost
<b>Anchor QEA</b>	
Principal CM <sup>37</sup> /Engineer/LA <sup>38</sup> /Planner/Scientist	\$215
Senior Managing Analyst/CM/Engineer/LA/Planner/Scientist	\$195
Managing Analyst/CM/Engineer/LA/Planner/Scientist	\$175

<sup>37</sup> CM = Construction Manager

<sup>38</sup> LA = Landscape Architect

<b>STAFF ROLE</b>	<b>RATE (\$/HOUR)</b>
Senior Analyst/CM/Engineer/LA/Planner/Scientist	\$155
Staff 3 Analyst/CM/Engineer/LA/Planner/Scientist	\$140
Staff 2 Analyst/CM/Engineer/LA/Planner/Scientist	\$125
Staff 1 Analyst/CM/Engineer/LA/Planner/Scientist	\$105
Technician	\$89
Senior CAD <sup>39</sup> Designer	\$112
CAD Designer	\$95
Technical Editor	\$95
Project Coordinator	\$89
<b>Special Hourly Rates</b>	
National expert consultant	\$350
All work by a testifying expert	1.5 times regular rate
<b>Expenses</b>	
Computer Modeling (per hour)	\$10
Graphic plots	\$3-6/sf
Mileage (per mile)	Federal Rate
<b>Fee on Labor and Expense Charges</b>	
Subcontracts/subconsultants	10%
Travel and other direct costs	10%
Field equipment & supplies	10%

These costs are valid from July 1, 2012 through June 30, 2013

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<sup>39</sup> CAD = Computer Aided Design